





On the Cover...

SSG Daniel Grenier is taking apart a feed tray for a M60 machine gun, in a modification production line. (Photo by: SFC Angela Blevins, PA, MEARNG)

Guard ME

The Magazine of
the Maine Army National Guard

Winter 2002

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From the Adjutant General

Impact on National Guard

The events of last September have had and will continue to have a tremendous impact on the National Guard both here in Maine and across the Nation. Uniformed Guardsmen at the Olympics and in airports are only the most visible sign of these evolving changes. The United States stands at one of those historic crossroads which occur every few generations and we in the Guard are going to be major players in whatever national defense strategies the Pentagon proposes for the protection of our Nation.

Interestingly, whatever role emerges for the National Guard is bound to take us back closer to our original roots in the colonial militias. Now as then our very homes and communities, our families and neighbors are threatened by enemies close by.

As in times past no military forces stationed at forts or bases can be near enough or can respond quickly enough to protect individual communities. The American people must organize to protect themselves and the National Guard is already trained and forward deployed in 2,300 communities Nationwide.

In performing our resurrected mission of homeland defense we will find some new allies; "friendly forces" which don't appear in traditional military operation plans.

To paraphrase Governor King who said that now, when he thinks of national defense, in addition to the Army, Navy, Air Force and National Guard he also must picture the Bangor Police and Portland Fire Departments.

These and other community early-responding agencies like them are going to become close partners of the Guard. We will work them into our planning and they will work us into theirs.



MG Joseph E. Tinkham, II

I believe the Army National Guard will soon find itself training for the mission of homeland defense and conducting exercises of our plans jointly with our new partners. It should not come as a surprise to discover that much of our training will soon begin to be focused in this direction for a time. What we can't do is forget our deployment "war-time" military mission and the skill sets necessary to execute it.

We in the Guard have for many years had the dual mission of support to our State in domestic emergencies and our Nation in time of war.

As these two roles converge, a hybrid is emerging with elements of both. That we can reorganize our priorities to successfully manage this third mission of "Homeland Security" there is no doubt. Never before has the National Guard been so relevant to the security of our citizens and our way of life.

Wanted Photographs and Story Ideas

Guard ME is currently accepting photographs and story ideas for future issues. Send photographs, stories, comments and questions:

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Guard ME

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CSMS Achieves ISO 9002 Certification

By: SFC Angela Blevins, PA

In today's society, one of the many challenges companies all over the world face is trying to produce a quality product or service. The Maine Army National Guard's Combined Support Maintenance Shop (CSMS) recently became ISO 9002 qualified. This recognition by the National Maintenance Manager (NMM) came about as a result of a two year effort to standardize quality production procedures at the shop.

The CSMS has been involved in the rebuild of various engines, transfer cases and injector pumps over the past several years under the Intergrated Sustainment Maintenance Program (ISM). ISM has been superseded by the NMM. The CSMS developed a quality manual describing policies on doing work, contracting, documentation, customer service, and

statistical data. Everyone at the CSMS was involved. Because the National Guard already had a quality system in place, regulations, Standard Operating Procedures (S. O. P.'s) and user manuals for automation systems, this made the ISO 9002 Quality process easier.

CWO4 Conrad Damboise, shop manager at the CSMS, stated that the ISO certification was needed. "We thought that the certification was a very good thing for us. The process gave us an opportunity to look at how we do business and possibly ways of documenting it, so that we do things consistently."

The National Maintenance Manager as a whole, supplies the CSMS with work, through a single stock fund, advertising for bids on projects, like rebuilding engines or firearms. This office also is responsible to conduct compliance inspec-

See 'Certification' page 10



SPC Lenny Elefson, a mechanic at the CSMS, is adjusting valves and injectors on a 5-Ton Dump Truck. (Photo by: SFC Angela Blevins, PA, MEARNG)

Guard Site Valuable Retention Tool

By: MSG Daniel Fortin, PA

MAJ John McKenney has been waiting a long time for something like this. "There is so much emphasis right now in recruiting new soldiers, but where we need the most help is retaining our young soldiers. The new website is a tremendous tool to accomplish just that." MAJ McKenney, who is the Military Personnel Plans and Action Officer, for the Maine Army National Guard, has spent a great deal of his career promoting the Guard's benefits to its members.

The site was the culmination of a great deal of hard work by a large number of Guard members. According to SGT John McKenzie, a Computer Specialist with STARC and current Webmaster for the new site, it took a great deal of collaboration between a lot of people to make it happen. "We had volunteers from different sections, Troop Command, 240th Group, all the Directorates, STARC, and of course help from many of the technical experts in the organization to help us put it together. We brainstormed to get started and then put together a lot of prototypes and then we tore those apart. As part of the brainstorming process, we had to decide who our target audience was. We also looked at other state's sites to get ideas. We ended up getting some great ideas from the Arizona National Guard. We got their permission to use some of their ideas and that helped us a lot. Later we thanked them for those ideas."

Finally, after approximately three months of the trial and error process, the group came up with a design and look they thought would work.

The site located at www.me.ngb.army.mil, first came online in January 1, 2001. It offers its users a variety of selections and interesting information. There is a welcoming message from the State's Adjutant General. There is a section on the History of the Maine Army National Guard. This site is linked to the

Maine State Museum site.

If you're wondering who makes up the Maine Army National Guard, there's a section that features each one of the units in Maine. You'll find the location of each

lar section, this section and its availability to the public is what he's been waiting for.

"The intent of the website is to make benefit information readily available to members and former members so that they can make informed choices. I care about our current members in the Guard and want to see them stay in. But, I'm also concerned about our 'grey' area retirees who might not know what benefits are available to them. The 'Soldiers Handbook' is a good place for them to start."

In the handbook, users can find the following selections:

Armed Forces
Lodging and
Recreation

Commissary
Privileges

Dental Coverage (Tricare)

Education Programs

Incentive Programs

Employer Support Of the Guard
& Reserve

Family Readiness Program

Employment Opportunities in the
MEARNG

Legal Assistance

Life Insurance

Medical Coverage

Military Awards

Military Burial Benefits

Military Exchange (PX)
& Clothing Sales

Military & Dependent ID Cards

unit, the point of contact at the unit, what the unit's mission is, and the jobs that are available in the unit. This section can be a great recruitment tool.

There is a site where one can view the monthly television program, 'Serving Community and Country'. The monthly program highlights the Guard's role in providing service to our local communities and to our Federal Government. This top-quality show, is produced and directed entirely by Maine Army National Guard members and airs through local cable TV stations statewide.

Also found at the site is all the current issues of the Maine Army National Guard's newest magazine, 'Guard ME'. The magazine features timely articles on units, annual training exercises, history, deployments, and new equipment to name just a few. The publication is featured once every quarter and enjoys wide distribution to all current Guard members and retirees, Guard family members, and interested civilians like our state legislature.

Probably one of the most important and informative features on the web page is the, 'Soldiers Handbook'. According to MAJ McKenney, who played a major role in deciding what made up this particu-



Soldier & NCO of Year Challenges

By: SSG Carl Weiss, PA

Every year the Maine Army National Guard selects one soldier and one NCO as its Soldier and NCO of the year. On Wednesday, February 6th, 2002, four of Maine's best Guardsmen will square off against each other for the right to be named Soldier and NCO of the year. Each enlisted man, will face a panel of three Command Sergeants Major; the State CSM and the two major command CSMs. The candidates will be asked to display their knowledge in US Army history, first aid, weapons, current events, customs and courtesies, physical fitness and land navigation. For each soldier this board represents the culmination of five months hard work.

Last September, First Sergeants of units throughout the state, requested names of outstanding soldiers and NCO's from their platoon sergeants. The soldier had to be in the grade of Private to Specialist or Corporal and the NCO had to be a Sergeant, Staff Sergeant or Sergeant First Class. The unit then held a competition between the best individuals from each platoon.

Basic soldiering questions were asked on drill and ceremony, weapons knowledge, land navigation and current events. Ultimately, a soldier and NCO were chosen to represent their unit at the Battalion level board. From here, the Battalion winners moved to the Major Commands board, which comprise the 240th Group and the 52nd Troop Command.

Two soldiers and NCO's emerged from this competition. This year's finalists represent a wide variety of military specialties, in addition to belonging to four different units. Specialist John M. Michaud is an infantryman assigned to Company B, 3/172nd Infantry, (Mountain) in Brewer. Specialist Jason R. Dufrense is a carpenter with Detachment 1, Company C, 133rd Engineer Battalion in Norway. Both are traditional Guardsmen. Michaud works at Procter and Gamble and Dufrense is a physical therapist at Stevens Memorial Hospital in Norway. Michaud brings active Army experience to the board, serving two years with the 10th Mountain Division prior to joining the Maine Army National Guard in 1999. Dufrense is a relative newcomer to the military, enlisting in the Maine Guard just two years ago. A self-professed military buff, he enjoys reading about history and the military.

The two NCO finalists are both full time employees with the Maine Army Na-

tional Guard. Staff Sergeant Stephen S. Soucy works for the 11th Civil Support Team, (WMD) in Waterville as an administrative/readiness NCO and also serves as the Team's detection line NCO. An eleven-year veteran of the Army, he joined the Guard in 2000. Sergeant Matthew A. Kervin is assigned to the 112th Medical Company (Air Ambulance) in Bangor as UH60 crew chief technician.

If there is a common thread among these four soldiers it is the amount of time all have spent on their own time preparing for the boards. In each case, fellow soldiers, friends or spouses have helped them by grilling them with questions on military knowledge and subjects. Sgt Kervin said it best when he laughed, "If my wife was sitting in front of the board she could probably do better than me. She has been a tremendous help and has learned a lot about the military over the past several months."

"All four finalists have shown their outstanding soldier and communication skills throughout the first three competitions," said State CSM Mark J. Collins, President of the State level board. "These four soldiers have shown that they are the best of what the Maine Army National Guard has. They have all made their respective units proud of their accomplishments."

This year's winners will move onto the Regional soldier and NCO of the year board, to be held in May at Camp Edwards, Massachusetts. The regional board, formally known as the 1st Army board, has been modified this year to include the state board winners from Connecticut, Maine, Massachusetts, New Hampshire, New York, New Jersey, Rhode Island and Vermont.

The regional board winners then move on to the 1st Army board to be held in August in Atlanta. The 1st Army winners then compete in the Forces Command, FORSCOM, board also held in Atlanta in August. The FORSCOM winners then have the opportunity to show their skills at the Army at the Army level to the Sergeant Major of the Army, SMA Jack Tilley, in September.

In the past, all boards have been of the oral question and answer variety. This year, competitors at the Regional level will demonstrate their knowledge in land navigation and selected common task training, CTT to the board members.

As the competition increases with each level achieved, so too does the difficulty of the board. At the 1st Army level,

another land navigation and CTT test is administered. The FORSCOM board adds an Army Physical Fitness Test, APFT, to the mix. Soldiers competing for the Army level Soldier and NCO of the year must put all their skills on display.

In addition to the board questions, APFT and land navigation test, the soldiers must qualify with their M-16, show their competence in first aid, camouflage, write an essay, take a 25 question written test and perform a mystery test, to be announced at the board.

**Congratulations
to the
following soldiers:**



SPC Jason P. Dufrense, Detachment 1, Co C, 133rd Engineer Battalion, selected as the Maine Army National Guard Soldier of the year 2002. (Photo by: SSG Carl Weiss, PA, MeARNG)



SSG Stephen S. Soucy, 11th WMD-CST, selected as the Maine Army National Guard Non-Commissioned Officer of the year 2002. (Photo by: SSG Carl Weiss, PA, MeARNG)

'Citizen Soldiers' Major Contributor

50th Anniversary of the Korean War Celebration

By: MSG Daniel Fortin, PA

It was called a 'police action' not a war. It came on the heels of one of the most devastating conflicts America was ever involved in and a conflict in Vietnam that tore America apart politically. It started at the dawn of the 'Cold War' and later became known as the 'Forgotten War'.

Beginning on June 25, 2000 and running through Veteran's Day, November 11, 2003, America is trying to identify, thank and honor the veterans of the Korean War, and their families, especially those who lost loved ones. For them, it was a conflict they will never forget.

Through the ceremonies and functions that will make up the Commemoration of the 50th Anniversary of the Korean War, the participants will attempt to inform future generations of the United States military's contributions to the Nation in maintaining world peace and freedom through readiness and engagement. The Army National Guard played an important role in helping to maintain that peace.

At the outbreak of the Korean War, on June 25th, 1950, regular military forces stationed in South Korea suffered one disastrous setback after another. After those initial setbacks, it became apparent that a far larger number of Guard and Reserve units would be needed for the fight. In early September, four National Guard Infantry Divisions were called to active duty, the 40th (California), the 45th (Oklahoma), 28th (Pennsylvania) and 43rd (Connecticut, Rhode Island, and Vermont). The 40th, or the "Sunshine Division", and the 45th, the "Thunderbird Division", would both see combat in Korea, while the 28th and the 43rd would be sent to Germany to help bolster NATO against the ever-present threat of a Soviet invasion.

These four divisions were among the first of over 700 Army National Guard units mobilized for the Korean War. The 138,000 citizen soldiers federalized with their units represented about one-third of the Army National Guard's total strength.

What was it like for these ordinary civilians to suddenly find themselves pressed into service? Vernon Hunter, who now lives in the small coastal town of West Rockport, Maine remembers

what it was like.

"I was a 21 year old kid working in the blueberry fields in eastern Maine when I was called-up," Hunter recalls. "I was sent to Fort Indian Town Gap in Pennsylvania for Basic Training and then I was assigned to the 40th. We then went by train to Seattle, Washington. From there we sailed to Japan for more training. Finally we were sent to Korea and arrived on February 13, 1953. The whole experience was good for me then".

Hunter was a radio chief with the 160th Infantry Regiment, 40th Infantry Division of the California Army National Guard. By the time the 40th and the 45th had arrived into Korea, the war had evolved into a static defensive combat of trench and bunker warfare and small unit patrolling. The 40th swapped positions with the 24th Infantry Division and the 45th relieved the 1st Cavalry Division.

Hunter remembers his unit first going to a place called Kojodow to guard a



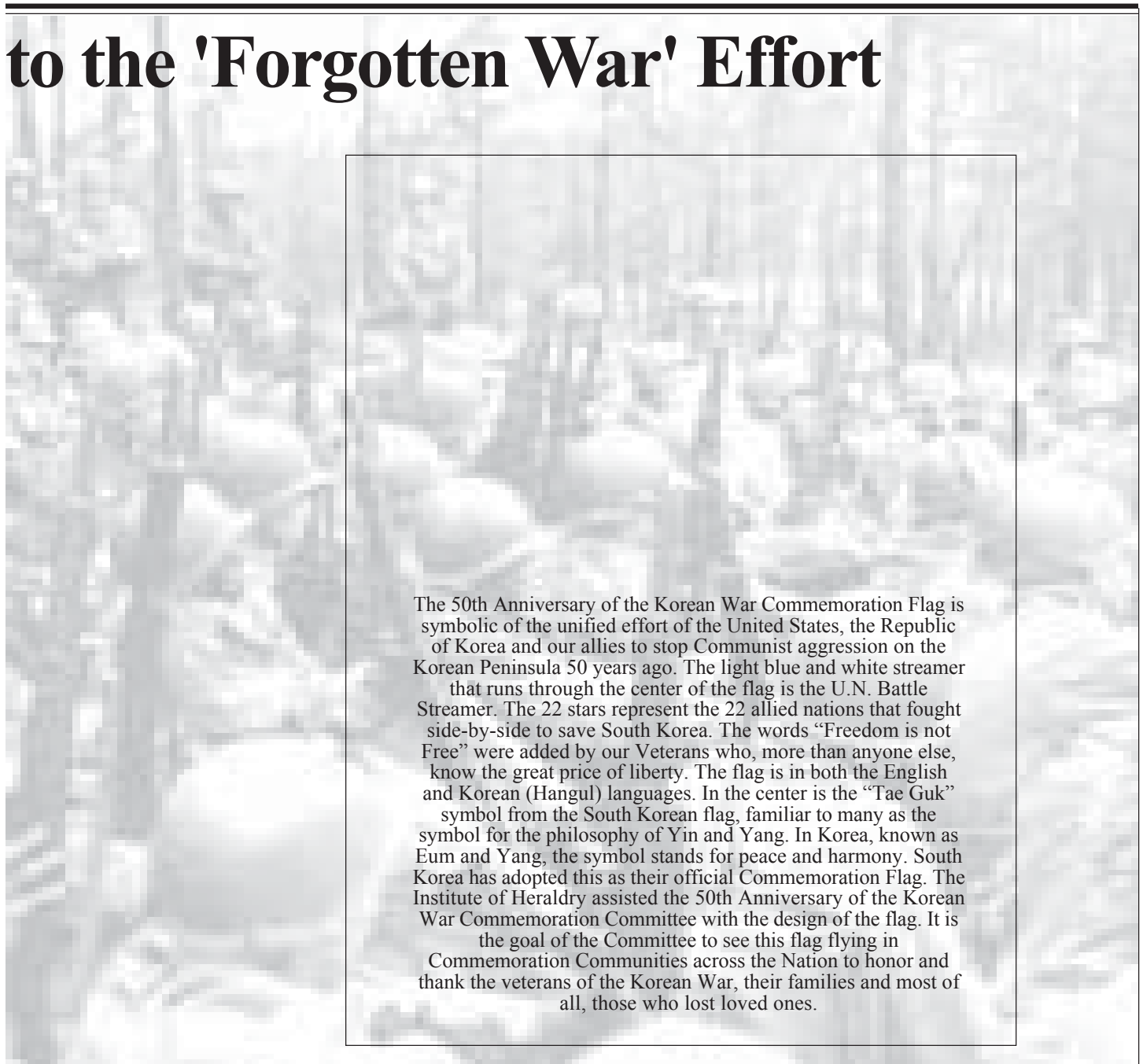
prison camp there. Then his unit moved to "Heartbreak Ridge" and defended the northern edge of the "Punchbowl" when the armistice was signed. Hunter remembered the unbearable climate especially when he was in combat.

"It seems that it was always either bitterly cold or extremely hot. In between the two extremes there was just a lot of mud."

But some of the more vivid and happier memories Hunter recalls are those he remembers when he stayed at a place they called, "Sand Bag City".

"I remember we had two Globetrotters in our outfit. Our basketball team was pretty good. Our team ended up going to Seoul, Korea to compete in the 8th Army Tournament."

to the 'Forgotten War' Effort



The 50th Anniversary of the Korean War Commemoration Flag is symbolic of the unified effort of the United States, the Republic of Korea and our allies to stop Communist aggression on the Korean Peninsula 50 years ago. The light blue and white streamer that runs through the center of the flag is the U.N. Battle Streamer. The 22 stars represent the 22 allied nations that fought side-by-side to save South Korea. The words "Freedom is not Free" were added by our Veterans who, more than anyone else, know the great price of liberty. The flag is in both the English and Korean (Hangul) languages. In the center is the "Tae Guk" symbol from the South Korean flag, familiar to many as the symbol for the philosophy of Yin and Yang. In Korea, known as Eum and Yang, the symbol stands for peace and harmony. South Korea has adopted this as their official Commemoration Flag. The Institute of Heraldry assisted the 50th Anniversary of the Korean War Commemoration Committee with the design of the flag. It is the goal of the Committee to see this flag flying in Commemoration Communities across the Nation to honor and thank the veterans of the Korean War, their families and most of all, those who lost loved ones.

Sand Bag City also had some special visitors from time to time. "I remember when Marilyn Monroe and later Helen Hayes came to perform for us. I tell you what, that was something special to us!"

Hunter also had the opportunity to take some college courses when he was at Sand Bag City. He attended the University of California in Korea and once back in the States received his Masters Degree in Education. He taught in Maine schools for over 35 years. So the military was a good experience for him.

Robert Bean of Vienna, Maine served as a medic with the 180th Infantry Regiment, 45th "Thunderbird" Division

of the Oklahoma Army National Guard. His first experiences were pretty jarring.

"I was 20 years old when I was drafted and I was married with a kid on the way. It was quite a shock." That was March 29, 1953. On May 3, 1953 his son was born and five days later Bean received a radio gram from Tokyo telling him of his son's birth. "When I got the radio gram my unit was at the Yangu Valley at the 38th parallel." It would be almost another entire year until Bean would see his son for the first time.

On July 27, 1953, three years, one month and two days after the North Korean invasion which began the fighting, an armistice was signed by military rep-

resentatives of the United States (representing the United Nations) and the North Korean Government.

What Bean remembers most was coming home. "Our unit was the first unit to come home after the cease fire. We came home with our colors. We sailed first to Honolulu, then we went through the Panama Canal and then stopped in San Juan, Puerto Rico to drop off some soldiers there. Then we sailed into New York and disembarked at Camp Kilmer, New Jersey. Then they had a ticker-tape parade for us down Broadway. It was something special."

NCO Exchange Program On Hold After Attacks

By: SSG Carl Weiss, PA

On the 19th century oceans, American sailors, both civilian and military kept a wary eye for British Man-O-Wars. A chance encounter with the world's mightiest navy of the time, often meant two choices; join the British crew or sink with the ship. Thankfully, the impressment of American sailors and servicemen doesn't exist today. On the contrary, the United States and the government of Great Britain are rock steady allies. While the sailors of yore had little or no choice to serve under the British flag, today's soldiers of the Maine Army National Guard do have a choice. Thanks to a program that's been around for nearly 20 years, some of Maine's finest junior NCO's have the opportunity to travel "across the pond" and train with their British counterparts; honing infantry and artillery skills.

The US-UK NCO Exchange Program has been swapping reserve soldiers of both countries for two weeks of annual training for two decades now. This nationwide program sends some top American Sergeants and Staff Sergeants from local National Guard units to the United Kingdom to train alongside their reservists, known as the Territorial Army or TA. American National Guard units also play host to visiting TA soldiers during annual training.



SGT Michael Cox (far left) of South Portland and SPC Robert LaChance of Westbrook give familiarization and safety training on the M60 Machine Gun to Squadron Sergeant Major David Weightman (center back) and Staff Sergeant David Law (back right). (Photo by: MSG Toby Youngs, PA, MEARNG, Ret.)

According to the Maine Army National Guard's training specialist/officer, Major Michael G. Pooler, "The intent of this program is to create a better understanding between two armies on how each army works in a combat environment. Since we are allies, the likelihood of finding ourselves in a combat or hostile environment, on a joint multi national operation is high." Some of the skills that each army teaches the other include leadership styles, tactics, weapons and professionalism.

"We don't just send anyone who wishes to go" said Pooler. "The idea is to select good solid NCO's and junior officers, who will represent the Maine Army National Guard and the United States well." "Last fall two soldiers from our Mountain Company were slated to leave for the UK in late September, but the terrorist attacks in New

York City cancelled their trip. We hope to get back on track with this program and continue to send and receive soldiers."

Sergeant Major Terrance Werley, the NCO exchange program manager at National Guard Bureau said, "It is the premier NCO exchange run by the Army National Guard. The cultural exchange opportunities it gives to our young sergeants and staff sergeants can't be beat. Our combat and combat support roles mean we would be working alongside the TA guys if we all went to war."

Although the American and British armed forces are allies, members of the North Atlantic Treaty Organization, NATO and have shared training and tactics, there are differences between the two reserve systems. The American GI and British Tommy both train on a part time basis; to include monthly drills and annual training periods.

However, the National Guard troops are paid for drills and annual training and qualify for a pension at age 60, provided they complete 20 good years of service. The members of the TA are paid, tax free, for their training periods, but don't qualify for a pension, unless they served in the regular Army at some point in their careers.

The American soldiers are allowed to serve until age 60, but the TA soldiers may only serve until age 45.



Sergeant Andy Watson (left) and Sergeant Stephen Driver, both members of 103rd Battalion REME, Territorial Army in Britain, inspect the underside of an M984A1 Truck 8x8 Wrecker while with Company A, 133rd Engineers during Annual Training 2000. (Photo by: MSG Daniel Fortin, PA, MeARNG)

MeARNG Receives Strength Award



Presented To

MAINE
Army National Guard

*For meeting end-strength
objective while achieving
at least*

**-65% First Term Extension Rate
-80% Careerist Extension Rate
-85% Overall Extension Rate**

for

Fiscal Year 2001

By: COL Donald Grinnel

In November, The Maine Army National Guard was presented with an award for achieving National Guard Bureau end-strength goals for TY 2001. LTC David M. Duehring, MEARNG Recruiting and Retention Manager, received the award on behalf of The Adjutant General at an awards dinner in Washington, DC. This is the third consecutive year that the MEARNG has met its ends-strength goals, and one of only a few states to do so over that timeframe. The award recognizes various factors in the three tenants of strength maintenance, Recruiting, Retention, and Attrition Management.

In conjunction with the TY 2002 NGB goals, the Deputy Adjutant General, BG John W. Libby, has published his strength goals for 2002. He has set an aggressive campaign in several areas.

End Strength Objective. His goal for the ESO for the MEARNG to achieve by 30 September 2002 is **2295**. He established an ESO goal for each of the units to achieve.

Retention. BG Libby asked all commanders to extend not less than 65% of our first term soldiers who reach ETS and extending more than 80% of career soldiers who reach ETS.

Attrition Management. The goal for overall attrition management is less than 15%. That means that we cannot afford to lose more than 339 MEARNG soldiers this year. He challenged commanders to maintain unit strength by "Managing One Soldier at a Time" and to "Train to Maintain".

NoVal Pay. The goal for TY 2002 is to have less than 2% of MEARNG soldiers on the NoValPay list. Soldiers appear on this list when they have accumulated twelve consecutive missed drill peri-

ods. There are two ways soldiers come off that list – they either return to a drilling status or they are separated. BG Libby focused on this issue in his guidance.

Initial Entry Training Losses. The major concern as we enter 2002 is the loss of soldiers from the Guard before they complete Basic and AIT. Almost 24% of our new enlistees never become MOSQ. BG Libby has established a goal of no more than 12% IET losses. He tasked the Command Sergeants Major in each of the commands to work with all new recruits to keep them in the Guard.

BG Libby congratulated all who were involved in meeting the TY 2001 goals. He is convinced that even though he has "raised the bar" in TY 2002, recruiting and retention is the duty of every soldier. He challenged all to do everything they can to help in meeting the TY 2002 goals.

TY2002 End Strength Objective (ESO)

Unit	ESO
HHD, STARC	245
11 TH WMD-CST	21
Selective Service	3
Det 14, OSACOM	7
Det 3, STARC Med	52
240 th Reg (RTI)	26
Hq, 52 nd Trp Cmd	41
195 th Army Band	34
Co B, 3/172 Inf (Mtn)	168
HHD, 286 th POL Sup Bn	42
112 th Med Co (Air Amb)	132
Co E, 120 th Avn (ATS)	29
1136 th Trans Co	149
152 nd Maint Co (Hv) (Gs)	182
1 st Bn/ 152 nd FA	428
1152 nd Tow Art Sup Tm	11
HHC, 246 Engr Gp	77
133 rd Engr Bn (Cbt) (Hv)	601
MEARNG Total	2295

'Internet'

Continued from Page 4

Military Pay Scale

Maine Army National Guard
Teams

Military Retirement

One of the most popular sites is the Armed Forces Lodging and Recreation site. At this site, you can find a link to the Armed Forces Vacation Club. There Guardmembers, their families, and Guard retirees can get great deals on lodging and recreation sites anywhere in the world. "I have personally used this site for quite a while now and have saved a lot of money. One night I came home from work and my wife was on the internet", said MAJ McKenney. "She had found an opportu-

nity to stay for a week at Cape Cod in a condominium for \$234. This place had a full kitchen, three bedrooms, living room, indoor pool and a jacuzzi right in the condo. If you were going to pay for something comparable it would cost you over \$1,200! This is available for all Guardmember and most don't know about it."

Keeping a web page like this, with all its necessary regulations and time sensitive information updated, can be a daunting task according to SGT MacKenzie. This problem was especially troublesome in the 'Soldiers Handbook'. "No one has enough time to continually monitor and update all the information available through Congress, NGB, etc. So, we decided to link each site to the appropriate government and association sites already being updated and maintained with perti-

nent and timely information. Now with just the click of a button, any interested person can get the information they need. We feel confident this was the best way for us to go."

SGT MacKenzie went on to say that as time goes on the website will be continually improved. "This is really an ongoing project. You'll notice that we have a site entitled, 'Feedback page'. We really would like to know what people think. After all, this is *their* page."

Strategic Reorganization of the MeARNG

By: BG John Libby, DAG

In the *Maine Army National Guard Strategic Plan*, we commit to "ensuring that our force structure must maintain a balance of forces that take advantage of the skills, technology, culture and geography of this state". We additionally commit to considering demographics; the full spectrum of units and developing increased opportunities for females. Most importantly, we commit to maintaining "those units that have a history of great tradition and success in this state".

Within the philosophy expressed above, the reorganization planning for the Maine Army National Guard is a dynamic process that is consistently changing and under review. It must be recognized that **much** of the reorganization process is driven externally by the needs of the Army and **some** of the process is based on opportunities that are developed within our organization.

Let's look at some of the issues that are under consideration at the present time:

Force Structure (Units)

1. A proposed reorganization of the 3rd Battalion, 172 Infantry Battalion (Mountain) is being studied that, if approved, would result in the replacement of our Company A, 3/172 by an Infantry Battalion (Scout) Headquarters and Headquarters Company and Company A. The remained of the Battalion's Infantry Companies (B & C) would be located in New Hampshire. While the number of infantry soldiers would essentially be unchanged, the Scout Battalion structure would result in a significantly higher-grade structure.

The anticipated date when we could begin recruiting for this unit is October 2003.

2. A proposal, approved by the Adjutants General of both Maine and Rhode Island, is currently being studied at the National Guard Bureau that would result in a Military Police Platoon of 33 soldiers being added to Maine's force structure. This would provide the MeARNG with a capability to better support our state mission and one that attract enlistees. The anticipated date when we could begin recruiting for this unit would be October 2002.

3. The National Guard Bureau recently announced the aviation modernization plan for the entire National Guard. Maine is significantly affected by the changes in the plan.

The 112th Med Company is unaffected other than a decrease in three assigned UH60 aircraft. The biggest change affects Company C, 1/137th who loses all their UH-1 aircraft. This unit is replaced with a Detachment of a General Support Aviation Company (GSAC) and four UH60 aircraft. Additionally, Maine receives a Detachment of an Aviation Intermediate Maintenance Company.

Unfortunately, we lose 22 aviator slots within this change though the total number of aviation positions increases by seven soldiers. We believe this scenario is the best we could have hoped for under the circumstances. Maine has been close to 20 aviators short of authorized for a number of years. The specific timeline to implement the plan is not known at this time.

Command and Control

responsible for a certain type of component to be repaired. The NMM then gives the CSMS the number of components to repair and the money or man-hours to do it. Then the CSMS usually hires a couple of people to help with the work. Most of the people were brought on as temps, then hired permanently because they already knew the processes.

"Some of the guys that work on the engine lines are probably as good a mechanic as you would find anywhere in the country," said LTC David Turner, Director of Logistics Maintenance at Camp Keyes. "They are all National Guard members and we like the way they work and they know the system."

"Since the CSMS get the money for rebuilding components, we don't have to ask the technician program to support it," Mr. Damboise went on to say. "So this is

Effective 1 October 2002, the 286th POL Battalion and its subordinate units, 1136th Transportation Company, 152d Maintenance Company and the future Military Police Platoon, will come under the command and control of the 240th Engineer Group. This shift in administrative responsibility will provide us with a more effective and efficient organization, ensuring maximum readiness for all of our units.

Stationing

We are always in the process of reviewing the locations of both our units and armories in order to ensure efficiency in recruiting, retention and training. No station decisions are made without input from commands at every level and consideration of impacts on individual soldiers. Part of our current long-range vision includes:

1. The development of an Armed Forces Reserve Center (AFRC) in the southern Maine area allowing us to partner with the US Army Reserves and US Marine Corps Reserves in constructing a state of the art facility and replace some of our aging and costly facilities in the area.

2. The commitment to maintaining a presence in the Calais Armory.

3. The desire to station a unit in the Bath Armory.

4. The need to develop stationing plans for both the Scout Battalion and Military Police Platoon

In summary, the reorganization of the Maine Army National Guard is a continual process with the goal of maintaining a balance of forces that take advantage of the skills, technology, culture and geography of Maine.

"Certification"

Continued from Page 3

tions and evaluations that certify the mechanics and procedures.

A prerequisite to bidding on a project is that the bidder must be ISO9002 certified or compliant, before being considered. ISO certification is not an insignificant achievement. Almost all European, manufacturing and engineering facilities are ISO 9000 compliant.

According to Mr. Damboise, "The advantage for us to be certified is it gives us a way of looking at all the processes that we do and improve them, and then being recognized for doing it. We have always wanted to participate in the ISM program and now the NMM, because we are paid to rebuild engines."

In the past, the CSMS would have up to six lines in operation, each line being

a self-supporting system. When there is a project or line offered, we project the man-hours and parts it takes to repair the component. Then when the job is awarded, they receive the contracted labor and repair parts money."

The ISO certification is a continuous audit, every year there is an internal audit, and the results go forward to the National Maintenance Manager. Every three years there is an external audit conducted by the NMM.

"The most important part is that this continuous review of procedures has made the CSMS better, not just on the national level maintenance work, but also on our normal unit readiness work load as well. Unit readiness is and will always be the first priority of the CSMS," said LTC Turner.

From the State Command Sergeant Major

Honor Guard- The Maine Guard's Representative

Embedded in our military services are our military traditions, customs and courtesies, drill and ceremonies and exacting standards. The twenty-soldier team that comprises the Maine State Select Honor Guard embodies the epitome of our military traditions and standards. The Maine State Select Honor Guard represents the Maine Army National Guard and the soldiers of the Maine Army National Guard at a wide variety of official functions ranging from military funerals to Gubernatorial Inaugurations.

On December 1, 2001, SFC Edmund Skeffington assumed the NCOIC position of the Maine State Select Honor Guard from MSG

Frank R. Norwood. MSG Norwood joined the Maine State Select Honor Guard in February 1989 and he served as the NCOIC from December 1993 to December 2001.

Under MSG Norwood's capable leadership and mentorship the Maine State Select Honor Guard has evolved to the professional team that represents us today. Over the years he has performed at over 500 functions. The dedication and professionalism demonstrated by MSG Norwood has certainly set the standard for excellence.

SFC Skeffington has selected his leadership team consisting of SFC Angela B. Blevins, Assistant NCOIC; SFC Clayton Grimm and SSG Sean M Grimshaw manage the

supply functions and SSG Michael W. Buhelt manages the administrative functions.

On the average, a Maine State Select Honor Guard member donates about one hundred and twenty hours of time per year preparing uniforms, attending practices and performing at functions.

I have often been asked the question, what motivates these soldiers to dedicate so much time and effort? The answer is pride in the Maine Army National Guard and pride in the military uniform.



CSM Mark J. Collins

Thank you for what you do for the Maine Army National Guard.

Looking to the Maine Army National Guard Soldier

How have the events of September 11th, 2001, effected your Guard life?



PVT2 Jarad Day
Truck Driver, 1136th
Transportation, Bangor

I use to think nothing could happen to the U.S., there isn't a giant bubble around us to protect us..You never know when something like this might happen. We have to be ready, for anything else.



SPC Lenny Elefson
Truck Driver,
1136th Transportation

As a guard member we know the risks. My wife takes care of everything. She pays the bills and knows what to do when I am gone.



SGT Anthony Stinson
Truck Driver,
1136th Transportation

At first, everyone was tense, now it feels as though the barriers are relaxing. We, (the unit), use to do local humanitarian aid. Now we are aiding the country, and I am assisting with Guard duty.



SPC Jim Umble
Truck Driver,
1136th Transportation

My life has changed from being a one weekend a month soldier, to being a full time security guard at Bangor International Airport.